

§ 412.201

(3) There is a member of the Senior Executive Service as a mentor.

(f) Each candidate's performance in the program is evaluated periodically, and there is a written policy for discontinuing a candidate's participation in the program. A candidate can be discontinued or may withdraw from the program without prejudice to his or her ability to apply directly for SES positions.

(g) Each candidate has a documented starting and finishing date in the program.

Subpart B—Senior Executive Service Status and Nonstatus Candidate Development Programs

§ 412.201 Purpose.

Section 3393 of title 5, United States Code, requires that career appointees to the SES be recruited either from all groups of qualified individuals within the civil service, or from all groups of qualified individuals whether or not within the civil service. This subpart sets forth regulations establishing two types of SES candidate development programs, "status" and "non-status."

§ 412.202 "Status" programs.

Only employee serving under career appointments, or under career-type appointments as defined in § 317.304(a)(2) of this chapter, may participate in "status" candidate development programs.

§ 412.203 "Non-status" programs.

(a) *Eligibility.* Candidates are from outside Government and/or from among employees serving on other than career or career-type appointments within the civil service.

(b) *Requirements.* (1) Candidates must be appointed using the Schedule B authority authorized by § 213.3202(j) of this chapter. The appointment may not exceed or be extended beyond 3 years.

(2) Assignments must be to a full-time position created for developmental purposes connected with the SES candidate development program. Candidates serving under Schedule B appointment may not be used to fill an

5 CFR Ch. I (1–1–00 Edition)

agency's regular positions on a continuing basis.

(3) Schedule B appointments must be made in the same manner as merit staffing requirements prescribed for the SES, except that each agency shall follow the principle of veteran preference as far as administratively feasible. Positions filled through this authority are excluded under § 302.101(c)(6) of this chapter from the appointment procedures of part 302.

PART 430—PERFORMANCE MANAGEMENT

Subpart A—Performance Management

Sec.

430.101 Authority.

430.102 Performance management.

Subpart B—Performance Appraisal for General Schedule, Prevailing Rate, and Certain Other Employees

430.201 General.

430.202 Coverage.

430.203 Definitions.

430.204 Agency performance appraisal system(s).

430.205 Agency performance appraisal program(s).

430.206 Planning performance.

430.207 Monitoring performance.

430.208 Rating performance.

430.209 Agency responsibilities.

430.210 OPM responsibilities.

Subpart C—Performance Appraisal for the Senior Executive Service (SES)

430.301 General.

430.302 Coverage.

430.303 Definitions.

430.304 SES performance appraisal systems.

430.305 Appraisal of performance.

430.306 Ratings.

430.307 Performance Review Boards (PRBs).

430.308 Training and evaluation.

430.309 OPM review of SES appraisal systems.

430.310 SES performance appraisal systems.

AUTHORITY: 5 U.S.C. chapter 43.

Subpart A—Performance Management

SOURCE: 60 FR 43943, Aug. 23, 1995, unless otherwise noted.